

Benchmark Title **LICENSED PRATICAL NURSE – 13P**

Grid Level 13 – Paraprofessional Wage Grid

Job Summary Assesses, plans, implements and evaluates nursing care for the work assignment in accordance with the competency guidelines within the Professional Standards outlined by the College of Licensed Practical Nurses of BC and the current legislative scope of practice.

- Key Duties and Responsibilities**
1. Assesses, plans, implements and evaluates nursing care to meet the needs of clients in accordance with competency guidelines with in the established standards of practice and current legislative scope of practice.
 2. Shares knowledge, provides direction, assignment and supervision to unregulated care providers as appropriate.
 3. Provides input regarding clients’ needs, performance and progress. Attends multidisciplinary care meetings.
 4. Performs nursing care and procedures and evaluates outcomes
 5. Encourages and assists clients in activities of daily living as required, such as feeding, lifts and transfers, bathing, oral hygiene and toileting.
 6. Administers medication to clients and provides medication reminders in accordance with established policy and procedures.
 7. Observes clients and their environments, and reports unsafe conditions and behavioural, physical and/or cognitive changes to supervisor.
 8. Provides emotional support and feedback to clients and their families.
 9. Completes and maintains related records and documentation such as progress notes, observations and client charting. Reports problems and/or changes to designated staff. Answers general inquiries by telephone and in person and provides direction and routine information about programs and policies.
 10. Places purchase orders with external suppliers , receives supplies, checks invoices against orders and goods received, stores and distributes supplies, and contacts suppliers to obtain and provide general information.
 11. Identify social, economic, recreational and educational services in the community that will meet the needs of individuals and assist them to participate as appropriate and as dictated by their desires and person centered plans;
 12. Performs other duties as required.

Qualifications *Education and Knowledge*

Graduation from an approved Practical Nursing Program;

Current Registration with the College of Licensed Practical Nurses of British Columbia (CLPNBC)

Training and Experience

One year of recent related experience

Or an equivalent combination of education, training and experience recognized by the CLPNBC.

COMMUNITY SOCIAL SERVICES JOB EVALUATION PLAN RATING RATIONALE

BENCHMARK TITLE: Licensed Practical Nurse

FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
1	Education and Knowledge – Requires Diploma from an approved practical nursing program	4	75
2	Training and Experience – one year recent related experience.	3	75
3	Physical Demands – often pushes, pulls, lifts or carries clients in awkward positions.	7	50
4	Concentration – Often observes clients to interpret symptoms and changes in conditions and reports changes to Director of Care.	6	50
5	Independence – Guided by practical nursing standards; applies accepted work methods in selecting appropriate course of action in handling unusual client problems.	5	71
6	Judgement – Judgement required to identify symptoms and changes in client's condition. Assesses client's medical needs and chooses an approach within the scope of pre-established care plan.	6	86
7	Leadership/Supervision – little or no supervision	1	20
8	Accountability – Work is evaluated for compliance to practical nursing standards, and has direct impact on safety of clients.	5	71
9	Communication – Secures the cooperation of clients, some of whom may not be cooperate when receiving nursing care.	5	71
10	Care of Individuals – Work involved providing individualized practical nursing care plans, direct nursing care and remedial treatments.	4	40
11	Environment/Working Conditions – Often exposed to highly undesirable working conditions in the form of bodily fluids and/or waste.	6	50
Total Points			659
Grid Level			13P